

Market Study
Cost Analysis of Competitive Pay Position

Excludes Union Employees

Lucas Confidential November 28, 2007

5

Confidential - Attorneys' Eyes Only



Recommendations
Pay Increase Budget



Lucas Confidential November 28, 2007

10

Confidential - Attorneys' Eyes Only



# Approval Process & Timing GWL and Board Compensation Committee



Lucas Confidential November 28, 2007

Confidential - Attorneys' Eyes Only

11



#### **Bonus Plan Communication**

#### 2007 Bonus Plans Approval:

- · Board approval of plans and metrics
- LAL/LAS bonus plan
- Consider changing time of payout to mid-April
  - Allows for audit to be reviewed and approved by the Board without impacting the communication and delivery of reviews and salary increases.

#### 2008 Bonus Plans: Future meeting to discuss

- Proposed changes to bonus targets
- Timing for review and approval
- Communication of 2008 Bonus Plans to Managers and Participants
- Inclusion of bonus plan information in offer letters
  - Ensure legal review and compliance of language used

Lucas Confidential November 28, 2007

12



## **Appendices**

Lucas Confidential November 28, 2007

13

Confidential - Attorneys' Eyes Only



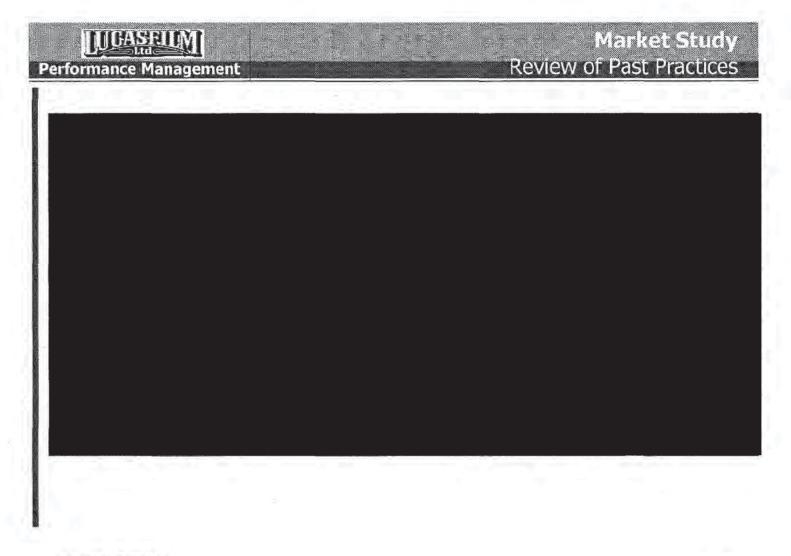
### 2007 Actual Merit and Callout Spend



Lucas Confidential November 28, 2007

Confidential - Attorneys' Eyes Only

14



Lucas Confidential November 28, 2007

15

Confidential - Attorneys' Eyes Only